

**KLIF(AM), KTDK(AM), KPLX(FM), KLIF(FM),
KTDK(FM), WBAP(AM), WBAP-FM and KSCS(FM)¹
EEO PUBLIC FILE REPORT
April 1, 2012-March 31, 2013²**

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hire
Writer/Producer	4, 21, 42 *	4
Account Executive	1-5, 7, 9, 11-21, 23-24, 26-31, 33, 36, 38, 40	4
Account Executive	1-5, 7, 9, 11-21, 23-24, 26-31, 33, 36, 38	3
Account Executive	1-5, 7, 11-21, 23-24, 26-31, 33, 36, 38	4
Sales Assistant/Office Manager	1-2, 4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 36, 38	4
Production Director	1-2, 4, 7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	21
Account Executive	1-4, 7, 9, 11, 14-21, 23-24, 26-31, 33, 38, 44	44
Account Executive	1-4, 7, 9, 11, 14-21, 23-24, 26-31, 33, 38, 44	3
Account Executive	1-4, 7, 9, 11, 14-21, 23-24, 26-31, 33, 38	2
On-Air Talent	1-2, 4, 7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	4
Producer	1-2, 4, 6-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	21
Production	1-2, 4, 6-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	21
Account Executive	1-4, 6-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	4
Account Executive	1-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	5
Producer/Board Operator	1-2, 4, 6-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	4
Digital Media Director	1-4, 7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	3
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	3
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	2
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	4
Account Executive	1-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	4
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	2
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	3
Webmaster	1-2, 4, 6-7, 9, 11-12, 14-21, 23-24, 26-31, 33, 38	6
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	3
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	4
Account Executive	1-4, 6-7, 9, 11, 14-21, 23-24, 26-31, 33, 38	4
Local Sales Manager	1-7, 9, 11-12, 14-21, 23-24, 26-31, 33-34, 38	5

*Exigent circumstances

¹ On March 31, 2011, the assignment of license of KKLIF(AM), Richardson, Texas (Fac. ID 86684) from Susquehanna Radio Corp. to Volt Radio, LLC, as Trustee, was completed (see FCC File No. BAL-20110331AKA). Pursuant to the underlying trust agreement, KKLIF(AM) may share employees with this SEU.

² This Report provides recruitment data collected from March 22, 2012 through March 21, 2013 and was revised in September 2014 to address reporting issues.

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
1	Cumulus Business Managers (Intercompany Posting) BM@cumulus.com	No	0
2	Station Website Postings - dltvradio.com	No	22
3	On-Air Announcements (one or more SEU stations)	No	31
4	Word-of-Mouth Referral	No	36
5	Walk-in/Self-Referral	No	3
6	Job Fairs/Open Houses (see Section III)	No	5
7	Internal Posting (Copier Room)	No	18
8	Crossroads Career PO Box 49664 Charlotte, NC 28277 800-941-3566 Crossroadscareer.org	No	0
9	Ohio Center For Broadcasting 5330 East Main Street, Suite 200 Columbus, OH 43212 614-245-0535 Gary James Placement.columbus@oeair.com	No	0
10	Texas Workforce Commission 2922 MLK Boulevard Dallas, TX 75215 214-421-2460 Sally Nelson www.twc.state.tx.us	No	0
11	Greater Asian Chamber of Commerce 11171 Harry Hines Boulevard, #115 Dallas, TX 75229 972-241-8250 Kim Hoyoung (hoyoung@adlaco.com)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
12	Dallas Black Chamber of Commerce 2838 MLK Boulevard Dallas, TX 75215 214-421-5200 Carmen Humble (chum@dbcc.org)	No	0
13	Dallas Hispanic Chamber of Commerce 4622 Maple Avenue, #207 Dallas, TX 75219 214-521-6007 Paula Rosas (prosas@dhcc.com)	No	0
14	Texas Christian University/tcu.edu PO Box 297300 Ft. Worth, TX 76129 817-257-5572 Hirepurple@tcu.edu Mary Beth Grayson- m.b.grayson@tcu.edu Bethany Kilgore- b.kilgore@tcu.edu Ashley Grubbs- ashley.s.grubbs@tcu.edu Jessica Cates- j.cates@tcu.edu	No	1
15	Southern Methodist University/smu.edu Hegi Family Career Development Center PO Box 750256 Dallas, TX 75275-0256 214-768-2266 214-768-4292 (fax) recruit@smu.edu Guy Davis- guyd@smu.edu	No	0
16	University of Dallas/udallas.edu 1845 E. Northgate Drive, Carpenter Hall, Room 141 Irving, TX 75062-4736 972-721-5131 972-721-5044 (fax) Harriet H. Cousins career@udallas.edu	No	0
17	DeVry University 4800 Regent Boulevard Irving, TX 75063-2439 972-929-6777 Joan Long- jlong@devry.edu Saundra Lohr- slahr@devry.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
18	Dallas County Community College District jobservices@dccc.edu Notification includes all colleges listed below: El Centro College - elcentrocollege.edu Eastfield College - eastfieldcollege.edu Northlake College - northlakecollege.edu Mountain View College - mountainviewcollege.edu Brookhaven College - brookhavencollege.edu Richland College - richlandcollege.edu Cedar Valley College - cedervalleycollege.edu	No	0
19	Capital City African American Chamber of Commerce 5407 North IH 35, Suite 304 Austin, TX 78723 512-459-1181 admin@capcitychamber.org	No	0
20	League United Latin American Citizens (LULAC) 9090 Lake Carolyn Parkway, #1700 Irving, TX 75039 214-219-2133 Joe Campos (jcampos@lulac.org)	No	0
21	All Access Website www.allaccess.com	No	10
22	Media Staffing Network info@mediastaffingnetwork.com	No	0
23	University of Texas at Dallas/utdallas.edu UTD Career Center PO Box 830688, MC-16 Richardson, TX 75083-0688 972-883-2943 972-883-2431 (fax) Jody Everson, Employer Relations Coordinator recruit@utdallas.edu	No	0
24	University of Texas at Arlington/uta.edu PO Box 19156 Arlington, TX 76019-0156 817-272-2932 817-272-5792 (fax) Barbara Peck, Director of Career Services careers@uta.edu	No	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
25	Ft Worth Metropolitan Black Chamber of Commerce 1150 South Freeway, Suite 211 Ft. Worth, TX 76105 817-871-6538 817-332-6438 (fax)	No	0
26	The Art Institute of Dallas Two Northpark East 8080 Park Lane, Suite 100 Dallas, TX 75231 469-587-1213 Jennifer Magee (jmagee@aia.edu)	No	0
27	Texas Women's University 304 Administration Drive PO Box 423589 Denton, TX 76204 940-TWU-2000 Sherri Williams careers@twu.edu	No	0
28	University of North Texas 1155 Union Circle #311277 Denton, TX 76203-5017 940-565-2000 Dan Naegele - naegele@unt.edu	No	2
29	Austin College 900 N. Grand Avenue Sherman, TX 75090-4400 803-813-2000 Lance Ott career@austincollege.edu	No	0
30	Dallas Baptist University 3000 Mountain Creek Pkwy Dallas, TX 75211 214-333-5360 Marion Hill Marion@dbu.edu	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
31	Tarrant County College 817-515-8223 Northeast Campus (recruiting@tccd.edu) 828 West Harwood Rd., Hurst, TX 76054-3299 Northwest Campus (nw.careerservices@tccd.edu) 1500 Houston St., Ft. Worth, TX 76102 South Campus (monica.bett@tccd.edu) 5301 Campus Drive, Ft. Worth, TX 76119 Southeast Campus (tracy.williams@tccd.edu) 2100 Southeast Pkwy, Arlington, TX 76018 www.tawt.org	No	1
32	American Women In Radio & Television Website www.amrt.org	No	0
33	Greater Dallas Indo-American Chamber of Commerce 5930 LBJ Freeway, Suite 350 Dallas, TX 75240 214-346-9559 gdlaecc@adlaecc.org	No	0
34	Texas Association of Broadcasters (TAB) 502 E. 11 th Street, Suite 200 Austin, TX 78701 512-322-9944 Craig Bean (craig@tab.org)	No	1
35	Texas Wesleyan University 1201 Wesleyan Street Ft. Worth, TX 76105 817-531-4403 HR@lexwes.edu	No	0
36	Texans Can Academy 325 W. 12 th Street Dallas, TX 75208 214-944-1985 HumanResources@texascan.org	No	0
37	Association for Women in Communications www.womcom.org pvalenzuela@womcom.org	No	0
38	Dallas Urban League (ulgednetx.com) 4315 S. Lancaster Road Dallas, TX 75216 214-915-4600 phone 214-915-4601 fax Felicia Brooks (fbrooks@ulgednetx.com)	No	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviews Referred by RS Over Reporting Period
39	Sportscaster Talent Agency of America www.sartalent.com jon@sartalent.com	No	0
40	Dallas/Fort Worth Help Wanted www.DFWhelpwanted.com	No	0
41	Indeed Website www.indeed.com	No	1
42	Inside Radio Website www.insideradio.com	No	0
43	American Broadcasting School 712 N Watson Rd, Suite 200 Arlington, TX 76011 817-695-2474 mitchell@radioschool.com	No	0
44	Zip Recruiter Website (not directly contacted by SEU) www.Ziprecruiter.com (Internal-based job board and secondary posting service to more than 25 additional on-line job boards, eg. diversityjobs.com, monster.com and topstajobs.com)	No	2
TOTAL INTERVIEWEES OVER REPORTING PERIOD			134

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III. RECRUITMENT INITIATIVES

Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
1 Internship Program	During this reporting period, our SEU hosted eleven (11) student interns from: University of North Texas (6); University of Texas-Arlington (2); Texas A & M (1); University of Iowa (1); and University of Maryland (1). The interns assisted the Programming Department and "shadowed" Department managers to learn about the operations and responsibilities of each department. The students also worked closely with SEU producers and provided the support necessary to help them create a variety of radio shows.
2 Participate in activity reasonably calculated to further the goal of disseminating information about employment opportunities in broadcasting	Metropolis Area Consortium of Career Centers ("MAACC") is a group career service professionals, representing Dallas/Fort Worth community colleges and universities, dedicated to creating relationships with employers and identifying best practices to assist their students. On April 11, 2011, our SEU hosted a regular meeting of MAACC and presented information about broadcasting careers and candidate qualifications to bolster MAACC's ability to guide applicants to the broadcasting field. SEU participants included our Operations and Promotions Directors and General Sales Manager.

Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
3 Host Sales Open House	On April 11, 2012, our SEU hosted a sales open house at its studios in Dallas. The General Sales Managers (4) presented information about sales positions in broadcasting, candidate qualifications and the operations of a radio station during this event. This open house was promoted on one or more SEU stations.
4 Participate in event/program sponsored by an educational institution relating to careers in broadcasting	On April 20, 2012, our SEU sponsored and hosted the 3 rd annual Student Media Tour organized by the Alliance of Women in Media. A group of college students visited our studios in Dallas and received a tour of the facilities. Following the tour, our SEU's Market Manager, Operations Director, Promotions and Events Director and General Sales Managers (2) presented information about broadcasting careers, candidate qualifications and the operations of a radio station.
5 Participate in Job Fair	On June 14, 2012, our SEU participated in the DeVry University Network Connections Career Fair. Our Business Manager attended this event and provided information to interested students about career opportunities in broadcasting as well as job openings and internships within the SEU.
6 Host Sales Open House	On August 16, 2012, our SEU hosted a sales open house at its studios in Dallas. The General Sales Managers (4) presented information about sales positions in broadcasting, candidate qualifications and the operations of a radio station during this event. This open house was promoted on one or more SEU stations.

Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
7 Host Job Fair	On September 12, 2012, this SEU hosted the "Putting Texans Back to Work" job fair at the Irving Convention Center that included 120 potential employers and was attended by approximately 6,000 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Business Manager, General Sales Managers, Program Directors and Assistant Business Manager manned the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on one or more SEU stations.
8 Participate in Job Fair	On September 18, 2012, our SEU participated in the National Association of Broadcasters' Education Foundation "Radio Show Career Fair". Our Business Manager and Assistant Business Manager attended this event and provided information to attendees about careers opportunities in broadcasting and job openings and internships within the SEU.
9 Participate in event/program sponsored by a community organization relating to careers in broadcasting	On February 21, 2013, one of our SEU's Account Executives was invited to the Tower Club in Dallas to talk with the Dallas Downtown Connections Business Networking Group about radio broadcasting, the SEU's cluster of stations and the interesting sales opportunities working with a cluster of stations presents.

Type of Recruitment Initiative (Menu Selection)	Brief Description of Activity
10 Host Job Fair	<p>On March 19, 2013, this SEU hosted the "Putting Texans Back to Work" job fair at the Irving Convention Center that included 110 potential employers and was attended by approximately 3,500 job seekers. Our SEU secured the exhibit space, solicited local employers and organized all logistical aspects of the event as well as participating as an exhibitor. Our Business Manager, General Sales Managers, Program Directors and Assistant Business Manager manned the Cumulus booth and spoke to interested attendees about careers opportunities in broadcasting and job openings and internships within the SEU. This event was promoted on one or more SEU stations.</p>